THE HUMAN RESOURCES MANAGEMENT NETWORK
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The Department of Civil Service in cooperation with the Department of Management and Budget is implementing a new human resource database system to replace its antiquated one. The goals of the new Human Resource Management Network (HRMN, pronounced "Herman") are to replace the State's existing payroll, personnel, and benefits systems, and to streamline and improve human resources processes. HRMN will replace the Personnel-Payroll Information System for Michigan (PPRISM), the Applicant Creation Certification of Employment List (ACCEL), and the Personnel-Payroll System (PPS). HRMN's functionality will encompass the roles of each of these outdated systems, provide additional human resource functions, and combine them into one system.

Implementation

The creation and implementation of the new HRMN system will occur in a three-stage process. Stage I includes the acquisition, design, and configuration of the system. Stage II will include installation of the system hardware and software and is to cover all central human resource processes from recruitment to termination of employees. Stage III will fine-tune the system for agency-specific requirements. Also, trained staff will be positioned to accommodate continuing requests for added processes and improved functionality. The target period for completion of Stages I and II is July 2000. After July 2000, Stage III will begin and is projected to be completed by February 2001.

The implementation of HRMN is expected to cost $34,000,000 over four years. Civil Service operational appropriations and prior work project appropriations were used for a majority of the current implementation costs. The Legislature also appropriated $6,200,000 in both fiscal year (FY) 1997-98 and FY 1998-99 specifically for the HRMN. Table 1 shows the projected expenditures for each year including the proposed request for FY 2000-01.

Table 1: HRMN PROJECTED EXPENDITURES					
	FY 1998	**FY 1999**	**FY 2000**	**FY 2001**	**Total**
Stage I Expenditures	$4,413,536	$2,657,148	$ ---	$ ---	$7,070,684
Stage II Expenditures	---	5,359,077	15,928,986	722,685	22,010,748
Stage III Expenditures	---	---	200,000	3,175,000	3,375,000
Hardware/Software Maintenance	---	483,449	509,999	550,120	1,543,568
Total	**$4,413,536**	**$8,499,674**	**$16,638,985**	**$4,447,805**	**$34,000,000**

HRMN will use web technology. Employees and managers will be able to gain access to and update information through the web in the Network's completed form. The Department of Civil Service enlisted the services of Lawson Software and the Spectrum Consulting Group as partners in implementing this new system. Lawson Software will provide Lawson INSIGHT Human Resources Suite software, project team training, and product and implementation management consulting to carry out the objectives needed to complete the HRMN project. IBM will serve as the implementation contractor. Spectrum Consulting will provide overall quality assurance consulting to the project. These contractors were selected in competitive bids conducted in FY 1998-99. This process included qualitative evaluation of the software and the experience of these firms in implementing this software.

Staff, Management, and Executive Roles

When HRMN is completed, human resources staff, managers, and employees will all share a single integrated system to administer all functions of the Network. They will have improved access to information and greater flexibility and efficiency in the human resources management process. While in development, the HRMN project comprises interactive teams that consist of State employees and consultants as partners. Agency involvement is addressed at each project stage–from current design workshops through the final implementation stages.

Subject matter experts from all related administrative areas have been enlisted to advise the HRMN core project teams on specific personnel, benefits, payroll, security, and technical issues. These members review and validate work products.

The core project teams are:

Agency Implementation Coordinators. Agency Implementation Coordinators serve as each respective agency's liaison to the HRMN project throughout the implementation process. These coordinators are responsible for ensuring that their agency's culture and needs are understood by the HRMN project teams.

Security Team. This team will administer the network's internal application controls. This responsibility includes the assignment of security classes, levels, and access privileges to all users.

Technical Team. This team will ensure that the whole information technology infrastructure is in place. It will also provide support for both the production and application development environments, and ensure that users are provided with help-desk assistance.

Conclusion

The goal of the Human Resource Management Network is to deliver payroll, personnel, and employee benefits functionality, and data exchange among agencies in a streamlined fashion. Currently, the Department of Civil Service is in the middle of Stage II of the three-stage process to implement the system. The year 2000-compliant system will be rolled out in July 2000. At this time, the extent to which employees and State agencies will enjoy the benefits of this streamlined, web-based system is not known. However, the Department, through its core project teams, will work with other departments and agencies by providing technical support and accommodating users with agency-specific requirements.